

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE WORKSHOP/MEETING
MONDAY, SEPTEMBER 14, 2009**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, September 14, 2009, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, Paul Silva, called the meeting to order at approximately 7:02 PM.

Present: Paul Silva, Chair, Paul E. Brule, Vice-Chair, Marjorie J. McBride, Secretary, Denise R. Arsenault, Karen A. Lynch and John P. Saviano; Edward P. Mara, Superintendent; Melinda L. Thies, Assistant Superintendent for Secondary Curriculum, Assessment and Instruction; Jane F. Correia, Director of Administration and Finance; and Mary N. Almeida, Director of Literacy and Title I

Absent: John C. Bento, Diana B. Campbell and William M. O'Dell

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the flag.

PUBLIC COMMENT

None

PUBLIC FORUM

None

Mr. Silva announced that some agenda items are removed: Student outreach was initiated by Mrs. Campbell who is absent tonight; this topic will be placed on the agenda of the next workshop; Mrs. Campbell's email to Mr. Silva will be placed in the next packet to the Committee. Also Superintendent's Recommendation #S2009-48 is removed because the Budget Subcommittee continued that action to their next meeting.

BUDGET FACILITIES SUBCOMMITTEE

Mr. Brule reported for Mr. O'Dell that the Subcommittee's September 21 meeting was rescheduled to September 30 at 6:30 PM at Oliver; Superintendent's Recommendation #S2009-48 will be taken up at that meeting.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Arsenault reported in Mrs. Campbell's absence; the second reading of the revised Wellness Policy has been approved; the next

Subcommittee meeting is scheduled for Tuesday, October 6, 6:30 PM at Oliver.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Saviano said the Subcommittee is working on the administrators' contracts. Mr. Silva mentioned he received congratulatory correspondence from Representative Gablinske regarding the BWEA contract on a job well done; copies of the letter will be distributed to all Committee members.

FUTURE ENROLLMENT AND FACILITIES TASK FORCE

Mrs. Lynch reported forward movement; the enrollment numbers are the guiding force; their next meeting is at 6:00 PM on October 20 in the Oliver Administration Building Conference Room.

SUPERINTENDENT'S RECOMMENDATIONS

Recommendation # S2009-47 A-J: PERSONNEL

A. GCD APPOINTMENT: That the School Committee confirm the Superintendent's appointment of the following applicant to the position of Middle School Music Teacher in accordance with Section GCD of the School Committee Bylaws as follows:

- 1. Andre Arsenault Music Teacher – Kickemuit Middle**

**Effective: For the 2009-10 School Year only,
pending receipt of certification**

**Reason: To fill a leave of absence vacancy
(E. Vincze)**

Funding: Operational Budget (5th step)

B. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Middle School Art Teacher, Secondary Mathematics Teacher (3/5 time), two Elementary Mathematics Intervention Specialists, Maintenance Man and Custodian as listed below:

1. John Keefe Art Teacher – Kickemuit Middle

**Effective: For the 2009-10 School Year, pending
receipt of certification**

**Reason: To fill a vacancy
(Resignation – D. Baxter)**

Funding: Operational Budget (1st step/M+30)

2. Michelle M. Murphy Mathematics Teacher (3/5 time) – Mt. Hope High

Effective: For the 2009-10 School Year

**Reason: To fill a vacancy
(Promotion – N. Squatrito)**

Funding: Operational Budget (1st step)

3. Nicole M. Baptista Elementary Mathematics Intervention Specialist

**Effective: For the 2009-10 School Year, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a new position

Funding: ARRA Funding (5th step)

4. Sara Bogdon Elementary Mathematics Intervention Specialist

**Effective: October 1, 2009, pending
receipt of certification and satisfactory
completion of pre-employment
requirements and pending grant
funding**

**Reason: To fill a vacancy
(Resignation – R. Witte)**

Funding: Title II Grant Funding (9th step/M)

5. Jose Fernandes Maintenance Man

Effective: August 11, 2009

Reason: To fill a vacancy (Retirement – F. DaSilveira)

Funding: Operational Budget

6. Silverio A. Borges Custodian

Effective: August 27, 2009

Reason: To fill a vacancy (Promotion – J. Fernandes)

Funding: Operational Budget

C. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Sherry A. Reis Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2009-10 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

D. EXTRACURRICULAR ACTIVITIES: That the School Committee

confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2009-10 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

INTERSCHOLASTIC COACHES – KICKEMUIT MIDDLE

- 1. Cross Country Coach Brian Beausoleil**
- 2. Soccer (Boys) Coach Anthony Cambrola**
- 3. Soccer (Girls) Coach John Raposa**

INTRAMURAL COACHES – KICKEMUIT MIDDLE

- 4. Flag Football Coach Paul Castigliego**
- 5. Soccer Coach John DaSilva**

ADVISORS

- 6. Class of 2012 (Co-Advisor) Christopher Lambert**
- 7. Class of 2013 (Co-Advisor) Brad Rodrigues**
- 8. Class of 2013 (Co-Advisor) Shana Leffingwell**
- 9. Marching Band – Color Guard Instructor Laurie Metthe**

HEALTHY HUSKIES WELLNESS CENTER/GYM AREA SUPERVISORS

- 10. Supervisor (Fall) Rachel Goulart**
- 11. Supervisor (Fall) Gerard Spence**

E. NON-CERTIFIED SUPPORT STAFF: That the School Committee

confirm the recommendation of the Superintendent to re-appoint the following individual to the non-certified staff position listed below for the 2009-10 school year only (pending adequate Federal, State and local funding and contingent upon adequate enrollment and program renewal):

Name Program Assignment

- 1. Diane Verdolotti-Lowe School-to-Work School Based Coordinator**

F. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name Area/Level

- 1. John T. Cunic General Subject Matter**
- 2. Ellen L. Darling Elementary**
- 3. Charles F. Davidson General Subject Matter**
- 4. Meredith V. Friedman General Subject Matter**
- 5. Matthew A. Keegan General Subject Matter**
- 6. Deborah Manosh General Subject Matter**
- 7. Janie Marshall-Read General Subject Matter**
- 8. Samantha A. Medeiros History**

- 9. Mark J. Moskowitz General Subject Matter**
- 10. Christine M. Sanders Health & PE/General Science/Biological Science**
- 11. Paul R. Sousa English**
- 12. Dorothy Tsimikas General Subject Matter**
- 13. Denise R. Williams General Subject Matter**

G. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified substitutes pending satisfactory completion of pre-employment requirements:

CUSTODIAN/MAINTENANCE

- 1. Robert J. Santos**

H. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence for a Teacher Assistant and an Elementary Library/Media Specialist as follows:

- 1. Debrah Bifulco Teacher Assistant – Kickemuit Middle**
Effective: October 2, 2009, up to one year
pending release from physician

**Reason: Leave in accordance with Article 20
of the Master Agreement**

2. Lisbeth Chew Library/Media Specialist – Hugh Cole

**Effective: September 11, 2009, for the remainder
of the 2009-10 School Year**

**Reason: Non-paid leave in accordance with
Article 21, Section L3 of the Master
Agreement**

**I. RESIGNATIONS: That the School Committee confirm the
recommendation of the Superintendent to accept the resignations of
Judith M. Dyer from the position of Early Childhood Special Educator
and Rebecca Witte from the position of Elementary Mathematics
Intervention Specialist as listed below:**

1. Judith M. Dyer Early Childhood Special Educator – Hugh Cole

Effective: August 18, 2009

Reason: Personal

2. Rebecca Witte Elementary Mathematics Intervention Specialist

Effective: October 1, 2009

Reason: Personal

**J. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF
CERTIFIED PERSONNEL: That the School Committee confirm the**

recommendation of the Superintendent to rescind the vote(s) of February 9, 2009 as to the following listed teachers and appoint the listed teachers to the positions indicated:

Name Anticipated Assignment

- 1. Carol Cappadona Elementary Library/Media Specialist (2/5 time)
(effective September 17, 2009 to fill a leave of
absence vacancy)**
- 2. Patricia Chapman Middle School Mathematics Intervention
Specialist (1/2 time)
(effective September 14, 2009, pending grant
funding)**
- 3. Victoria Guthlein Secondary Special Educator**

MOTION: Mr. Brule motioned to approve the Personnel Recommendation; Mrs. Lynch seconded. The motion passed by a vote of 6 to 0.

Recommendation #S 2009-49: That the School Committee, upon the recommendation of the Superintendent, support the East Greenwich Town Council's resolution passed on August 24, 2009, opposing mandatory binding arbitration on monetary matters for school teachers, and forward notification of this action to every State Senator and State Representative and Governor Carcieri.

MOTION: Mr. Brule motioned to approve; Mrs. Lynch and Mrs. McBride seconded.

Dr. Mara stated that Tim Duffy of RIASC gave School Committees information on the binding arbitration issue; Superintendents were advised to give School Committees the option to support this resolution or not.

Mrs. Arsenault said she had spoken with Dr. Mara about this issue and had done some research; as a result she made the following comment:

“I will vote to oppose this recommendation for the following reasons:

After doing some research and having a conversation with Dr. Mara, I concluded that supporting this resolution is premature, not having the final version of the law that is being formulated by our legislators.

1. It is my understanding that Dr. Mara is proposing this vote as a possibility to support East Greenwich Town Council in their concern.

2. However, it is the history of Bristol Warren to avoid arbitration if at all possible, as was seen in the lengthy but satisfactory negotiation of our current Teachers contract. By moving to mediation and not arbitration (though it would have been non-binding) our school committee saved the taxpayers of Bristol and Warren the costs of

arbitration-which can be quite hefty.

I see no value to opposing binding arbitration, as the law would only affect those districts and unions who choose to enter binding arbitration. It is not our pattern to go that route. However, I would like to believe that if we did in the future, it would be to garner a decision from a neutral third party (in the legislation under consideration, each side would choose 1 member of a 3 person arbitrating panel, and have to agree to the choice of the third member.) If we would not accept the resulting decision of the panel, why would we spend our citizens' money to request their help?

Connecticut has experienced a significant decrease in the number of contracts that go to arbitration since enacting its 1992 TNA law which governs Teacher contracts. There is evidence that the awards of the arbitrators have favored both the school boards and the unions at near equal rates.

No question the residents of Connecticut are feeling the crunch of a bad economy at this time, just as we all are. There is currently a group of citizens who are calling for a number of changes to legislation in their state, including the repeal of binding arbitration. There remains no evidence that this will change their financial situation.

In fact, CT has had no teacher strikes for the decades since binding

arbitration was introduced. The growth of salaries can be tracked by viewing the November 2008 report commissioned by the Connecticut Association of Boards of Education. The percentages are comparable to what already exists in RI.

We need not fear binding arbitration itself. What I propose is that if we choose to act as a School Committee, we draft a letter of our own, requesting those stipulations which will make it valuable to our communities. These might include:

- Limit the arbitration to wages, salaries and benefits
- Include a clause that prohibits job actions such as strikes and work to rule.
- The arbitration is to be conducted by a panel of three to include 1 member chosen by each of the two parties, and a third member mutually agreed upon by the two parties.

Our Department of Education has yet to take a stand on this issue.”

In response Mr. Saviano stated that how this all started in Rhode Island had to do with the situation that took place in East Providence; the teacher unions in Rhode Island pushed legislators to come up with an idea of binding arbitration; they proposed a contract that would continue on until a settlement was made in the future. When the law was passed in Connecticut, arbitrations were coming down 75% in favor of unions; legislators were pushed to modify some of the regulations so decisions would not be so lopsided; regulations

were changed recently bringing into play a 50 / 50 decision making law in Connecticut. This is not what is being proposed in Rhode Island; he is firmly in favor of voting for the East Greenwich proposal.

The motion passed by a vote of 5 to 1 with Mrs. Arsenault opposed.

Executive Session Not Necessary

Mr. Silva announced that an Executive Session is not necessary because item 1 Administrators' Contracts, is not ready for discussion, and item 2 Personnel is best left for discussion when our Attorney is present at the next meeting.

ADJOURNMENT – 7:18 PM

There being no further business to discuss, Mrs. McBride, seconded by Mr. Brule, motioned to adjourn at 7:18 PM. The motion was unanimously approved.

For the record, Mrs. McBride wished it to be noted that Mr. Silva beat her time for the shortest meeting.

Respectfully submitted,

Marjorie J. McBride, Secretary

/c